

MEMORANDUM

To: All House Members

From: Representative MaryLouise Isaacson

Date: September 19, 2019

Re: Disclosure of Pay Range on Job Postings

Every worker deserves just and equal pay. For an individual to know their wages are equitable, they need to be apprised of the pay range for the job sought. If this information is kept secret, workers can be exploited. Case-in-point, often women workers are paid less because they are unaware of the salaries of their co-workers.

My legislation will require employers with fifteen employees or more to disclose the pay range on job postings for each position offered or the minimum compensation for the position when a pay range does not exist. This system will ensure equitable salaries for workers and further promote equal pay. In addition, pay range disclosure on job postings will ensure the job meets the salary needs of the applicant up front, prior to applying for the position.

Equality in the wages of Pennsylvania workers is vital. I hope you will join me in standing up for the hardworking people of this Commonwealth.